United Nations A/59/135

General Assembly

Distr.: General
12 July 2004

Original: English

Fifty-ninth session
Items 93 (a) and 101 of the preliminary list*

Operational activities for development: operational activities for development of the United Nations system

Advancement of women

Activities of the United Nations Development Fund for Women

Note by the Secretary-General

The Secretary-General has the honour to transmit to the General Assembly the report on the activities of the United Nations Development Fund for Women, prepared pursuant to Assembly resolution 39/125 of 14 December 1984.

Summary

The present report provides a review and update of the programme and activities of the United Nations Development Fund for Women (UNIFEM) for the year 2003. The report tracks UNIFEM overall progress and highlights concrete results in the implementation of its Strategy and Business Plan (2000-2003) during the year under review. The report concludes with a set of recommendations on how UNIFEM programming effectiveness and organizational effectiveness can further be strengthened.

* A/59/50 and Corr.1.

04-42356 (E) 090804

Contents

		Paragraphs	Page
I.	Introduction	1–2	3
II.	Programme	3–55	3
	A. Overview	3	3
	B. Strengthening women's economic security and rights	4–20	3
	C. Enhancing women's leadership in governance and peace-building	21–32	7
	D. Promoting women's human rights by highlighting the gender dimensions of the HIV/AIDS pandemic and eliminating violence against women	33–41	10
	E. Enhancing the capacity of the United Nations system to support the empowerment of women and gender mainstreaming in policies and programmes	42–49	13
	F. Strengthening the Fund's effectiveness by incorporating the principles of a learning organization and building strategic partnerships	50–55	16
III.	Financial management	56–60	17
IV.	Recommendations	61	18

I. Introduction

1. The present report provides a review and update of the programmes and activities of the United Nations Development Fund for Women (UNIFEM) for the year 2003. While UNIFEM is now moving into its next four-year plan, this report tracks progress and highlights concrete results in the implementation of the last year of the UNIFEM Strategy and Business Plan (2000-2003). The report concludes with a set of recommendations, based on a review by the UNIFEM Consultative Committee, on how UNIFEM programming and organizational effectiveness can be further strengthened.

2. 2003 was the final year of the three-year term of the members of the Consultative Committee (Croatia, Jamaica, Kazakhstan, Namibia and the Netherlands). Members of the Committee continued to provide valuable guidance and advice to the Fund. In particular, the Committee was instrumental in the development of the new UNIFEM multi-year funding framework 2004-2007.

II. Programme

A. Overview

3. In its Strategy and Business Plan, UNIFEM defined its programmes as being designed to achieve three main objectives: (a) strengthening women's economic security and rights, (b) enhancing women's leadership in governance and peace-building, and (c) promoting women's human rights by highlighting the gender dimensions of the HIV/AIDS pandemic and eliminating violence against women.

B. Strengthening women's economic security and rights

4. The work of UNIFEM in support of women's economic security and rights has focused on the following in 2003: promoting an enabling environment for women's equal ownership and access to economic resources and assets; incorporating a gender perspective in macroeconomic frameworks and building the capacity of countries to manage globalization and economic transition from the perspective of poor women; and strengthening women's economic capacity and rights. Results in all of these areas have been greatly enhanced through gender-responsive budget initiatives and promoting the use of gender-sensitive data and statistics.

1. Promoting an enabling environment for women's equal ownership and access to economic resources

5. The work of UNIFEM in this area has focused on land rights and the rights of home-based workers and migrant women workers. Significant policy changes and commitments relating to land rights have been obtained in Kazakhstan and Kyrgyzstan and support for women's safe migration was strengthened in Nepal. Support for the Platform on Women's Land and Water Rights in Southern Africa contributed to the establishment of a land desk at the Southern African Development Community (SADC) which will work with the Gender Unit to influence national land policies. In Morocco, UNIFEM support for research and advocacy by women's

groups contributed to groundbreaking reform of the Family Law, strengthening women's rights to inheritance and in other areas.

6. Training on economic and social rights was provided in Bolivia, Colombia, Ecuador and Peru. In Peru, this training contributed to the development of equal opportunity plans with the three women governors and 32 women mayors elected in Peru in 2002, while in Ecuador, the non-governmental organization (NGO) GAMMA signed a memorandum of understanding with the Department of Education of Azuay Province to work together to include gender-sensitive economic and social rights training in high school curricula. Also in Ecuador, the training led to the establishment of an economic rights network composed of over 60 women's organizations, which is advocating for gender mainstreaming in government programmes on micro-credit.

7. Strengthened networks of home-based workers successfully lobbied for important legal and policy changes in Bangladesh, India, Pakistan, Nepal and Sri Lanka. In Bangladesh, a home-based workers' association was registered. In Nepal seven district networking committees were formed by HomeNet. In India, a comprehensive proposal on social protection was submitted to the Government and in Pakistan, options are being explored to cover organized home-based workers under a national social security scheme.

2. Engendering macroeconomic frameworks

8. UNIFEM continues to expand the availability of tools and analysis through gender-responsive budgeting and incorporating a gender perspective in data and statistics. This work is taking place through intensified support to multidisciplinary networks. Increased efforts are also being dedicated to incorporating a gender perspective in poverty reduction strategies and trade policies.

9. Gender-responsive budgets support provide a tool for mainstreaming gender and monitoring policies and programmes to promote gender equality. In 2003 UNIFEM achieved notable progress in developing methodologies, building capacity and advocating for gender-responsive policies in 20 countries.

10. Governments have issued guidelines to facilitate the inclusion of gender analysis in the budget formulation process as well as the participation in that process of women's groups in Brazil, Colombia, Ecuador, Egypt, India, Mexico, Tanzania and Uganda. In Ecuador, the findings of a gender budget analysis in the city of Alitre resulted in the mayor's committing municipal funds to support women's issues. In Mexico, as a result of extensive lobbying by NGOs, the Federal Chamber of Deputies and the Equity and Gender Commission earmarked 43 million pesos in the 2003 budget (6 per cent of the total) to programmes that promote gender equality, and 14 line ministries are now required to report quarterly on the status of these programmes. In Uganda, the findings of a budget analysis undertaken by the Forum for Women and Democracy led to the adoption of a resolution by the Luwero district council to the effect that all vacancies in the district administration should be filled with female staff. The Chief Administrative Officer of Luwero issued a directive to heads of department for more gender-specific service delivery, to be monitored by using sex-disaggregated data on beneficiaries, especially in the agricultural extension services. In the Kabale district in Uganda, women's groups obtained the district council's undertaking that women will benefit from district contracts, which account for 80 per cent of the district budget.

11. With regard to revenue, analysis in Senegal showed that women working in the formal sector are taxed at a higher rate than men, who are considered the heads of household and family breadwinners. The Ministry of the Family and National Solidarity and women's organizations, with support from UNIFEM and other partners, are actively advocating for the modification of the family code to replace the concept of "fatherhood authority" with "joint parenthood" in order to eliminate the basis for the gender bias in the taxation of salaries.

12. A global guidebook for parliamentarians is being developed with the Inter-Parliamentary Union. In Mexico, training for newly elected parliamentarians facilitated gender-sensitive public policy action and promoted interest in similar training courses for legislative and executive staff. Similar activities are being planned with the *Instituto Nacional de las Mujeres*, which is creating a gender-responsive unit. Requests from other Central American Governments and officials for assistance in applying this tool to their own budget exercises led to collaboration between UNIFEM and the Central American Parliament (*Parlamento Centro Americano*) (PARLACEN), the Network of Women Parliamentarians of the Americas (*Red Mujeres de Parlamentarias de las Américas*) and other agencies in organizing a seminar for 150 women parliamentarians from Central America and the Caribbean. Participants identified actions to facilitate implementation of gender-responsive budgets and ways in which PARLACEN and the *Red de Parlamentarias de las Américas* could support this work.

13. In East Africa, UNIFEM and the United Nations Development Programme (UNDP) supported the East African Gender Budgeting Network (EAGBN), which has brought together NGOs, researchers and policy analysts in 13 countries to form a constituency for collective advocacy and policy change. An EAGBN workshop convened 70 government and civil society representatives to share gender and pro-poor analyses of their 2003/2004 budgets. The Tanzania Gender Networking Programme has initiated consultations with government officials on macroeconomic models for expenditures and revenues, in an effort to find ways to include gender considerations in the budget and economic policy-making process.

14. UNIFEM continued to support South-South exchanges within and between regions to build capacity of networks of economists and advocates that can influence macroeconomic policies. Building on lessons learned from a training model developed with the Economic Commission for Latin America and the Caribbean (ECLAC), a training seminar on gender perspectives in macroeconomics for poverty eradication was held in Senegal, in partnership with the Economic Commission for Africa (ECA) for a core group of African economists and policy makers. The training resulted in the expansion and strengthening of the Network of African Women Economists (NAWE). In a step to strengthen South-North cooperation also, NAWE subsequently signed an agreement with the Women in Development Europe network to cooperate on regional training seminars.

15. UNIFEM supported efforts to incorporate a gender perspective in poverty reduction strategies through partnerships with regional experts and women's NGOs in Cape Verde, Cambodia, Kenya, Mozambique, Niger, Senegal and Swaziland. Methodological tools for incorporating a gender perspective in poverty reduction strategies were developed and applied in Cape Verde, Niger and Senegal, and in the case of Cape Verde, the United Nations Country Team agreed to allocate specific budget lines for work on gender and the poverty reduction strategy. In South Africa,

UNIFEM and the UNDP Subregional Resource Facility co-hosted a regional expert group meeting on gender mainstreaming in poverty reduction strategy papers. Work on gender mainstreaming in the monitoring and implementation of Kenya's poverty reduction strategy has taken place in four districts, and a gender and information and communication technologies (ICT) component has been replicated by UNDP in eight districts, with plans for expansion to eight more. In South-East Asia, following a collaborative gender assessment in support of poverty reduction strategy development in Cambodia, UNIFEM facilitated a participatory process for the Second Regional Meeting on Gender and the Poverty Reduction Strategies organized by the World Bank and the Asian Development Bank.

16. In the absence of sex-disaggregated data that would make adequate responses from Governments and the United Nations possible, UNIFEM supported Governments in collecting and using gender-sensitive statistics for the formulation of policies and programmes in Afghanistan, Burundi, Cambodia, Cuba, Egypt, Jordan, Mexico, Morocco, Syria and Timor-Leste. Databases of sex-disaggregated statistics were developed in Burundi and Morocco in partnership with the national statistics institutions. In Cuba, the Government Statistics Office adopted a gender indicators system. In Egypt, Jordan and Syria, standardized checklists on the formal and informal economy, as well as on violence against women and on women in decision-making, were developed and tested. In addition, gender audits and national plans of action to produce gender-sensitive statistical data were developed with statistics departments in order to incorporate a gender perspective in national censuses. Post-conflict countries offer an opportunity to incorporate gender sensitivity in statistical systems from the beginning, as in Afghanistan, where an action plan for mainstreaming gender has been developed in partnership with the Ministry of Women's Affairs, the Central Statistical Office and the Economic and Social Commission for Asia and the Pacific (ESCAP). In South-East Asia, regional workshops, with support from ESCAP produced a participatory learning methodology and provided inputs for a kit on incorporating a gender perspective in national statistical systems. In Latin America, UNIFEM, in partnership with ECLAC, produced a guide on gender indicators, which includes a basic set of indicators to monitor progress towards achieving gender equality commitments.

3. Strengthening women's economic capacities and rights

17. In response to continued demand from partners on the ground, work to strengthen women's economic capacity has evolved from supporting small, income-generating projects to a programmatic focus on enlarging opportunities within an economic sector or subsector. Experience has shown that success requires building the capacity both of individual women producers and entrepreneurs and of the intermediary institutions and networks to provide needed training, technological services and/or credit.

18. UNIFEM supported entrepreneurial development in all regions. Results were achieved at both the community and the national levels. In Jordan, where tourism was identified as a strategic entry point for women's entrepreneurship, a training programme for women in this sector was developed with the Ministry of Tourism and Antiquities. In Romania, a UNIFEM and UNDP review of the situation of rural women entrepreneurs resulted in greater efforts by a government fund to extend credit and support to women. In Zimbabwe a group of women entrepreneurs were

supported in a pilot project on food processing and are now exporting to Botswana, South Africa and the Democratic Republic of the Congo.

19. Expanding women's livelihood options in post-conflict countries is urgent and possible. Examples from UNIFEM experience in Afghanistan and Rwanda are pertinent. UNIFEM has explored the creation of public-private partnerships, including strategic alliances with local and international private-sector actors, among them the Business Council for Peace, a New York-based women's network. In Rwanda, this partnership has enabled the members of the AVEGA widows' association to sell their handcrafted baskets, a main source of income, on an international scale. Eziba, a member of the business council and retailer of artisan handicrafts, is marketing the products on the web and through direct sales. So far, the widows have grossed over $50,000 in orders. In Afghanistan, the business council has supported the Afghan Women's Business Council (AWBC) by providing training videos on women's entrepreneurship development and computers. In addition, UNIFEM brought in international merchandisers and a marketing specialist from North America to assess the export potential of products made by women's groups and start initial exports worth about $15,000 through AWBC.

20. UNIFEM support to women's economic capacity also includes building women's ICT skills. In Jordan, a partnership between UNIFEM, the Government and Cisco to enhance women's access to the information technology (IT) sector, provided training for over 200 women. An ICT Career Day, organized with Jordanian MobileCom, was attended by 20 leading ICT companies to promote the recruitment of UNIFEM/Cisco graduates and awareness has grown within the private sector about equal opportunity issues. These successes have led to plans to replicate the programme in Egypt, Lebanon and Morocco. In Africa, a groundbreaking UNIFEM initiative, "Bridging the gender digital divide", is seeking to empower African women through innovative uses of ICTs. Guided by an advisory the committee comprised of African IT entrepreneurs based in the diaspora, the initiative was launched in Uganda in May 2003. The resulting Kampala Declaration expressed the commitment of eight African Governments, United Nations agencies, civil society organizations and Africans in the diaspora to bridge the gender digital divide in Africa.

C. Enhancing women's leadership in governance and peace-building

21. UNIFEM work in support of women's leadership in governance and peace-building focuses on promoting peace and security by providing assistance to women in conflict situations and supporting their participation in peace processes; and on increasing women's political participation by strengthening the gender focus in electoral, constitutional, legislative and judicial processes. UNIFEM has supported women's empowerment and leadership initiatives in 27 countries in conflict and post-conflict situations around the world. During 2003, the work of UNIFEM in these areas achieved the following five significant results.

1. Strengthening of gender-focused information collection and knowledge creation on conflict prevention and early warning mechanisms

22. In keeping with Security Council resolution 1325 (2000), in which the Council reaffirmed the important role of women in the prevention and resolution of conflicts

and in peace-building, and noted the need to consolidate data on the impact of armed conflict on women and girls, UNIFEM has stepped up efforts to foster gender-sensitive information collection and dissemination. Foremost among these is the Women, War and Security portal — www.womenwarpeace.org — which captures information relating to Security Council resolution 1325 (2000) and covers gender equality issues and resources in over 30 countries that are currently or have recently been on the Security Council agenda. The site, which received close to 1.2 million hits in its first four months, is designed to provide policy makers, activists and scholars with timely and relevant information, and includes gender profiles on pertinent themes such as displacement, health, reconstruction and violence, and information about relevant United Nations country team and UNIFEM programming.

23. UNIFEM is developing capacity of staff and partners in early warning analysis, a growing body of work that has been largely devoid of gender analysis. In East Africa, UNIFEM is partnering the Intergovernmental Authority on Development (IGAD) in a process of incorporating a gender perspective in the Conflict Early Warning and Response Mechanism and the National Conflict Early Warning and Early Response Units.

2. Support for enhancing humanitarian assistance and protection for women in conflict situations

24. UNIFEM works with other United Nations agencies to promote a gender perspective in policies and programmes aimed at protecting and assisting women and girls in conflict situations and during peace processes, when gender-based violence often increases. In preparation for the 2004 Consolidated Appeals Process (CAP) for Burundi, the Democratic Republic of the Congo, Somalia and Tajikistan, UNIFEM mobilized support for the protection of and assistance to women during conflict. As a member of the Inter-Agency Standing Committee's Task Force on Gender and Humanitarian Action, UNIFEM supported an external assessment of the CAP process to identify strategies for strengthening a gender perspective in future appeals.

25. In Peru and Sierra Leone, UNIFEM is supporting women's groups to advocate for the inclusion of gender-based violations on the agenda of each of their country's truth and reconciliation committee. As a result of support to the Peruvian *Comisión de Derechos Humanos*, the Truth and Reconciliation Commission in Peru declared rape a weapon of war and established a subcommittee on gender. In June 2003, the Truth and Reconciliation Commission declared that victims of sexual violence and children born as a result are entitled to reparations. As part of its efforts to ensure that due attention is given to gender-based crimes in Sierra Leone, UNIFEM was among the agencies that submitted recommendations to the Truth and Reconciliation Commission in that country on responding to the needs of women survivors of human rights abuses.

3. Making women and gender perspectives central to peace processes

26. UNIFEM supports women's participation in peace-building and helps to leverage the political, financial and technical support needed for these efforts to have an impact on peace efforts. Working regionally and nationally, UNIFEM brings together disparate groups of women to enable them to develop a common agenda;

helps to incorporate a gender dimension in the implementation of peace accords; and assists in developing a grass-roots peace agenda. During 2003, UNIFEM advocated for women's voices and participation in peacemaking and peace-building in Colombia, the Democratic Republic of the Congo, Guatemala, Liberia and Somalia. UNIFEM support for a women's resource centre at the IGAD-sponsored Somali peace talks provided women delegates and observers with the essential knowledge and skills that they needed to influence the peace process and the draft Somali charter, which includes a provision for a 12 per cent quota of seats for women in the transitional parliament. In Colombia, UNIFEM focused on building consensus within the women's movement to improve lobbying effectiveness and ensure a more effective participation in the event of peace talks. Nearly 300 women selected 12 out of 600 proposals — six for the current pre-negotiation phase and six for a future negotiations stage. And in October 2003 an Equity and Gender Pact was supported by President Uribe and signed by government authorities in the executive, legislative and judicial branches.

4. Supporting gender justice in post-conflict peace-building

27. UNIFEM is working with national counterparts in Burundi, El Salvador, Guatemala and Nicaragua to help translate commitments to gender equality, as set forth in peace agreements, into action. UNIFEM collaborated with the Implementation Monitoring Committee for the Arusha Peace and Reconciliation Agreement for Burundi to organize workshops on critical issues relating to women and conflict and to identify ways to promote women's role in peace-building. In El Salvador, UNIFEM supported its local partner *Las Dignas* in formulating a "Pact for women's participation in politics" that laid out an agenda for increasing women's political participation. A subsequent workshop for 30 women from El Salvador, Guatemala and Nicaragua identified entry points for women leaders to engage more strategically in influencing decision-making on gender issues.

28. To increase women's participation in conflict resolution, UNIFEM helped establish coalitions and strengthened the capacity of women leaders in negotiation and conflict resolution through training in Central Asia. National networks have been formed in Azerbaijan, Armenia and Georgia and now constitute the regional Women for Peace Coalition, which is devising a strategy to promote women's participation in peace, security and development in the region.

5. Strengthened women's political participation

29. UNIFEM supported women's political participation at the national and district levels and worked with women parliamentarians in a variety of countries. In South Asia, the capacity of women parliamentarians was strengthened and information-sharing promoted through the South Asia Committee for the Political Empowerment of Women, which works closely with the Alliance for Women's Political Empowerment, a consortium of women NGOs, activists, academicians and journalists. In Kosovo, gender training conducted in collaboration with the Organization for Security and Cooperation in Europe (OSCE) and municipal gender focal points led to the establishment of gender equality committees in 11 of 15 participating municipalities. In Mexico, where UNIFEM has focused on strengthening women's leadership and participation in democracy-building and the construction of full citizenship for women, especially indigenous women, an agreement was signed with the Ministry of Foreign Affairs on respect for the rights

of women and indigenous communities within the framework of the Puebla-Panama Plan and other agreements. In Iraq, where transitional government structures are still being created, UNIFEM is supporting the establishment of a national network of women groups to develop a common platform for advocacy on gender issues.

30. The UNIFEM programme in Afghanistan focuses on gender justice and economic security and rights, with an emphasis on supporting newly emerging institutions of government and civil society to build gender-responsive policies and programmes. Key achievements have included the establishment, with many partners, including the Government, of four women's development centres across the country and four centres for internally displaced women in the Shamali Plains. The centres, which attract thousands of women and girls, offer a venue for training, awareness-raising, and mutual support. At these centres, the United Nations Assistance Mission in Afghanistan (UNAMA) and UNIFEM are raising awareness among women about the upcoming elections and providing a venue for women to register to vote. In collaboration with UNDP and others, UNIFEM is supporting the Ministry of Women's Affairs in mainstreaming gender into the work of other ministries and is linking newly emerging advocacy NGOs for women's empowerment and rights, including the Afghan Women Journalist's Forum, the Afghan Women's Business Council and a network of women's NGOs working on legal literacy. A high priority has been to facilitate linkages between women's NGOs and government bodies, including the Ministry of Women's Affairs, the Ministry of Commerce, the Ministry of Justice and the Ministry of Information and Culture.

31. In southern Africa, the SADC Parliamentary Forum, with UNIFEM support, organized an initial meeting in May 2003 to build the skills of the Regional Women's Parliamentary Caucus in leadership, gender and human rights, and lobbying and advocacy. The meeting agreed on a strategy for the Executive Committee of the Caucus to undertake lobbying and advocacy missions to countries holding elections between 2003 and 2005 in order to achieve the 30 per cent target of women in political and decision-making structures stipulated in the SADC Gender and Development Declaration.

32. Central to the work of UNIFEM is the development of both national strategies for the advancement of women and gender equality laws. In 2003, UNIFEM supported the formulation and implementation of national action plans and policies for gender equality in Burundi, Eritrea, Kosovo, Mongolia, Oman, Qatar and the United Arab Emirates. UNIFEM also assisted the East African Community in undertaking a regional study on gender and community development, which will serve as the basis for developing a regional gender policy. In Kosovo, UNIFEM and the Office of Gender Affairs of the United Nations Interim Administration Mission in Kosovo (UNMIK) are collaborating in supporting the new draft gender equality law.

D. Promoting women's human rights by highlighting the gender dimensions of the HIV/AIDS pandemic and eliminating violence against women

33. A human rights-based approach is the cornerstone of all UNIFEM programming. Programmes focus specifically on building the capacity of rights holders and duty bearers to implement regional and global agreements related to

women's human rights norms and standards. In 2003 work on this thematic area has been characterized by progress towards three results.

1. Expanded capacity for effective implementation at the national level of the Convention on the Elimination of All Forms of Discrimination against Women

34. UNIFEM places a special emphasis on realizing women's human rights through support for the Convention on the Elimination of All Forms of Discrimination against Women, which has now been ratified by 177 Member States. It works closely with the Division for the Advancement of Women and the Committee on the Elimination of Discrimination against Women to link local and global issues and opportunities to the implementation of the Convention.

35. National and regional partnerships have been facilitated among Governments as well as between Governments, civil society and United Nations organizations. UNIFEM forged a partnership with the Government of Croatia in 2002 to raise awareness and stimulate regional action on implementation of the Convention, and secured endorsement by the Governments of Croatia, the Czech Republic, Hungary, Poland, Romania and Slovenia. In 2003, representatives of each country (including three members of the Committee on the Elimination of Discrimination against Women) formed national working groups and decided to focus on the application of the Convention in two priority areas: political participation and domestic violence. The process culminated with a high-level conference in Dubrovnik in 2003 to showcase results and provide a platform for Governments to present commitments on which they were ready to move. Partnerships have also been built in the Pacific, East Africa and Morocco. UNIFEM works closely with UNDP in the Pacific to convene an annual donor and agency consultation, which coordinates support for the implementation of the Convention. At the national level, UNIFEM provided support to the Ministry of Women's Affairs in Samoa to convene a national symposium on the Convention for representatives of key government sectors, local governments, women's organizations and community-based organizations, which informed Samoa's report to the Committee on the Elimination of Discrimination against Women and has led to the development of a national plan of action on the Convention. In East Africa, UNIFEM and the Canadian International Development Agency (CIDA) supported a regional conference on women's human rights to share country experiences and strengthen a regional approach to the implementation and monitoring of the Convention. Dialogue between Tanzania and Uganda regarding the legal language needed to protect women's land rights contributed to the inclusion of a consent clause in Uganda's Land Act. UNIFEM has supported the International Association of Women Judges (IAWJ) in Africa in enhancing the capacity of the judiciary to protect and advance women's human rights through the application of international human rights standards. Workshops in Botswana, South Africa, Nigeria and Zambia provided training for judges in the application of the Convention and other international and regional human rights standards and principles to cases of gender-based violence and gender discrimination. The training, which has led to the adaptation of curricula at judicial training institutes, received support from the highest levels of the judiciary and government in the countries where the workshops were held, and led to the collection of data on the case decisions (available on the IAWJ web site) for use by judges throughout Africa and in other regions. In southern Africa, UNIFEM supported the creation of a southern African women judges' network, which will focus on correcting gender

bias in judicial systems, increasing women's representation in the judiciary, and encouraging the application of the Convention and other international human rights standards in judicial decisions.

2. Strengthened policies and programmes to end violence against women and girls

36. UNIFEM programming focuses on linking innovative efforts to end violence against women to opportunities to replicate and scale up successful strategies derived from the experience of the Trust Fund in Support of Actions to Eliminate Violence against Women established pursuant to General Assembly resolution 50/166 of 22 December 1995. Since its inception, the Trust Fund has awarded $7.4 million in grants to 157 initiatives in more than 80 countries.

37. Building on lessons learned from projects supported through the Trust Fund, UNIFEM supports regional and national initiatives focused on advocacy and awareness-raising, legislative reform, training of officials involved in the administration of justice, and increasing men's participation in combating violence against women. In South Asia, a regional programme to confront trafficking in women and children, supported by the United States Agency for International Development (USAID), is entering its fourth and final year. Focused on prevention, protection and prosecution it employs a regional approach (India, Bangladesh, Nepal, Pakistan and Sri Lanka) to link Governments and NGOs from sending and receiving countries; focuses on issues of supply and demand; and uses a rights framework to protect the rights of trafficked women and girls. Results have included a vastly expanded information base and high-level commitment, as well as four new networks — the South Asia Forum against Human Trafficking (NGOs and advocates), South Asia Professionals against Trafficking (law enforcement officials, lawyers and health professionals), the Technical Advisory Group in South Asia (a high-level think tank) and the Inter-Faith Committee of Religious Leaders to Address Trafficking and Gender Inequality (Buddhist, Hindu and Muslim clerics). Around the Indo-Nepalese border, cross-border committees and a network of 50 NGOs have been established and are coordinating closely with district administration representatives and law enforcement personnel. In Morocco, following a research and advocacy campaign, UNIFEM joined with the United Nations Population Fund (UNFPA), UNDP and other partners to support the development of a national strategy to combat gender-based violence. The result was the introduction of new measures into the country's penal code and labour law regarding such matters as forced prostitution, sexual harassment, honour killings, domestic violence and rape.

3. Increased awareness and action in response to the gender and human rights dimensions of the HIV/AIDS pandemic

38. UNIFEM efforts on HIV/AIDS contribute to the United Nations system's coordinated response to the pandemic. Key results in 2003 include: strengthened support to positive women's networks to influence policy choices; increased capacity of policy-making institutions to recognize and formulate gender-sensitive responses; and achieving a stronger response within the United Nations system on the gender and human rights dimensions of the pandemic.

39. Networks have been supported in India, Kenya, Senegal and Zimbabwe to enhance leadership and capacities on legal rights, enable HIV-positive women to

negotiate with their Governments to engender policies and treatment, address stigma and discrimination with the media, and ensure the greater involvement of people living with HIV/AIDS. In India, the Fund worked with the Positive Women's Network and the Centre for Advocacy and Research to document human rights violations committed against women living with HIV/AIDS and develop a media tool on gender-sensitive reporting. In Senegal, assistance to women living with HIV/AIDS to form their own association enabled HIV-positive women to leverage support from different sectors, and members of the association have been recruited to work in government ministries.

40. Training of national AIDS councils and senior policy makers to engender their national AIDS policies has been undertaken in East Africa and southern Africa. Collaboration with the Commonwealth Secretariat on a regional workshop for policy makers in Tanzania in March 2003 resulted in the Arusha Commitments on Gender and HIV and AIDS: from Policy to Practice in East Africa and contributed to stronger collaboration among the national AIDS councils of Kenya, Tanzania and Uganda. Efforts in East Africa also have benefited from UNIFEM and USAID support to the IGAD Women's Desk, which provided training of trainers for 42 ministry officials, national HIV/AIDS secretariats, NGOs and international agencies on the gender dimensions of the epidemic, as well as mediation and negotiation skills. At the IGAD 10th Summit, in October 2003, member States reaffirmed their commitment to addressing issues of gender and HIV/AIDS. Policy and legislative reviews have been undertaken in Brazil, Honduras, Kenya, Senegal and Zimbabwe, and advocated for in Eritrea, Lesotho, Namibia, Nigeria, the Sudan, Swaziland and Zimbabwe. UNIFEM work to mainstream gender into HIV/AIDS policies in India — supported by UNFPA, the Joint United Nations Programme on HIV/AIDS (UNAIDS) and the United Nations Trust Fund for Human Security — has yielded significant results. Its collaboration with the Indian Railways, a public sector entity that employs 1.5 million people, has built awareness and commitment among railway policy makers on gender and HIV/AIDS. The Railway Women's Association now provides support services for women living with HIV/AIDS and free treatment is available through the Railways health system.

41. UNAIDS spearheaded the creation of the Global Coalition on Women and AIDS, in which UNIFEM is the lead agency on the gender dimensions of care work. UNIFEM is also collaborating closely with the World Health Organization (WHO), lead agency for highlighting the links between violence against women and HIV/AIDS. With UNAIDS funding, the UNIFEM Gender and HIV/AIDS web portal (www.genderandaids.org) was launched in February 2003 to promote the exchange of information, raise awareness, build knowledge, support advocacy and give visibility to innovative initiatives. The site has already received over 300,000 hits and continues to grow as a unique electronic resource on the gender dimensions of the pandemic.

E. Enhancing the capacity of the United Nations system to support the empowerment of women and gender mainstreaming in policies and programmes

42. UNIFEM support to gender mainstreaming in the United Nations system takes place within the context of the Secretary-General's Reform Agenda, which calls for

increased collaboration, harmonization and simplification among United Nations agencies. In 2003, UNIFEM efforts towards this goal have contributed to the following two results.

1. Increased attention to gender equality in coordination mechanisms

43. Through its field-based work and at headquarters, UNIFEM places a high priority on bringing a gender perspective to coordination mechanisms. Key entry points have been the common country assessment/United Nations Development Assistance Framework (CCA/UNDAF) processes, work on the Millennium Development Goals and increased engagement with poverty reduction strategy processes on the ground. Increasing efforts are also now being made to incorporate a gender perspective in work on post-conflict transition and humanitarian assistance, including United Nations integrated missions to conflict-affected areas and Consolidated Appeals Processes (CAPs).

44. UNIFEM continues to be strategically and selectively involved in CCA/UNDAF processes at the country level and at headquarters. Field-level activities have included a review of the gender dimensions of six CCA/UNDAFs in the Pacific, the provision of technical expertise on gender to the CCA/UNDAF process in Burundi, taking the lead for the CCA section on gender equality in Zimbabwe, and input into CCA/UNDAF processes in Egypt, Jordan and Morocco. In Rwanda, UNIFEM worked closely with the United Nations Children's Fund (UNICEF) to secure the inclusion of gender and human rights perspectives in the CCA/UNDAF processes. In Kazakhstan, as Chair of the United Nations Thematic Group on Gender, UNIFEM regularly convened United Nations partners to review CCA/UNDAF drafts for gender content. The Fund provided technical support to the development of the CCA outline and secured three outcomes in the country's UNDAF results framework that encompass gender equality concerns.

45. In 2003, the United Nations system greatly stepped up its work on the Millennium Development Goals, with UNIFEM providing input at all levels. UNIFEM is strengthening the gender dimensions of United Nations country team efforts to engage in local-level monitoring of the Millennium Development Goals and poverty reduction strategy papers as a pilot UNDAF initiative in Bondo District in Kenya, and provided input into Millennium Development Goal reports in Egypt, the occupied Palestinian territories, Russia and Zimbabwe. UNIFEM also contributed to building field-level knowledge on incorporating a gender perspective in Millennium Development Goal monitoring processes through leading and participating in inter-agency efforts to develop the gender indicators that are being used in Kazakhstan and Senegal. In Cambodia, UNIFEM executed a UNDP programme to build capacity to incorporate a gender perspective in the country's Millennium Development Goal report. The Fund worked with the United Nations, the World Bank, the Asian Development Bank and government partners. As a result of this collaboration, UNIFEM proposed an expanded set of gender-sensitive indicators tailored to the national context. UNIFEM work on the ground is contributing to enhanced coordination and knowledge on gender and Millennium Development Goals at the global level. In August 2003, UNIFEM launched a web portal (www.mdgender.net) as a one-stop repository for resources on gender and the Millennium Development Goals. UNIFEM also coordinated a five-week electronic discussion that involved more than 400 participants, representing United Nations agencies, bilateral donors, multilateral development banks and civil society

organizations, in debating what the Millennium Development Goals mean for gender equality and women's rights advocacy. The discussion fed into the agenda of the World Bank-UNDP Workshop on Gender Equality and the Millennium Development Goals in November 2003. Also, in late 2003, UNIFEM began executing a project on behalf of UNDP that will build the advocacy and capacity of United Nations country teams and national partners in five countries (Peru, Kazakhstan, Morocco, Kenya and Cambodia) to engender the Millennium Development Goals.

46. UNIFEM is an active member of the Inter-Agency Network on Women and Gender Equality task force on women, peace and security, which brings together gender equality expertise from numerous United Nations agencies and NGOs to influence United Nations processes. Working with and through all of these groups, UNIFEM has contributed to stronger attention to gender equality concerns in the coordinated efforts of the United Nations in Afghanistan, the Democratic Republic of the Congo, Iraq, Liberia, the Sudan and Rwanda.

2. Stronger collaboration with strategic United Nations partner organizations

47. Many of the partnerships of UNIFEM with United Nations organizations take place in inter-agency groups. UNIFEM chairs 10 inter-agency thematic groups on gender in the field — and one in New York — and co-chairs five more. Additionally, UNIFEM participates in the inter-agency thematic group on HIV/AIDS in almost every country in which it has a presence, and is increasingly active in theme groups on human rights, poverty and democratization.

48. UNIFEM partnerships with UNDP, UNFPA and UNAIDS remained the strongest in 2003. A more strategic partnership with UNDP continues to grow, with strong support from the Administrator of UNDP and the Executive Director of UNIFEM. Concrete partnerships made possible through UNIFEM execution of UNDP projects are increasing; UNIFEM executed 19 initiatives for UNDP in 2003. The multi-year funding frameworks developed by both organizations in 2003 demonstrate clear areas of synergy, highlighting shared goals related to reducing poverty, crisis prevention and recovery, HIV/AIDS and democratic governance. A joint conference room paper on "Strengthening the partnership between UNDP and UNIFEM to achieve gender equality" (DP/2004/CRP.2) submitted to the Executive Board of UNDP and UNFPA at its first regular session 2004 further describes the strategy going forward.

49. UNIFEM collaboration with UNFPA involves execution of projects, co-management of inter-agency mechanisms related to HIV/AIDS, partnerships in advocacy strategies and co-production of resource materials on gender equality. In addition to headquarters-based collaboration with the World Bank on gender and the Millennium Development Goals, partnerships are also developing around gender budgeting in Morocco, incorporating a gender perspective in macroeconomic planning in Nigeria, bringing a gender perspective to poverty reduction strategy papers in South-East Asia, gender perspectives on land rights in the Commonwealth of Independent States, and contributing to the World Bank country programme in Jordan. UNIFEM has developed memorandums of understanding with the International Fund for Agricultural Development (IFAD) in South Asia and West Africa to introduce a gender perspective to the work of IFAD with rural communities living in poverty. Also in South Asia, UNIFEM is reinvigorating its work on gender and trade through a partnership with the United Nations Conference

on Trade and Development (UNCTAD). UNIFEM has close working partnerships with all of the United Nations regional commissions, particularly on engendering data and statistics. Finally, the UNIFEM working relationships with the Department for Disarmament Affairs, the Department of Peacekeeping Operations, the Department of Political Affairs and the Office for the Coordination of Humanitarian Affairs of the United Nations Secretariat have strengthened as its work on the gender dimensions of crisis prevention, protection and recovery has deepened.

F. Strengthening the Fund's effectiveness by incorporating the principles of a learning organization and building strategic partnerships

50. Fostering learning and knowledge on the "how-to" of achieving gender equality and women's human rights are fundamental to fulfilling the UNIFEM mandate to be innovative and catalytic. Incorporating the principles of a learning organization requires that UNIFEM develop internal systems and external partnerships that facilitate knowledge generation and dissemination, as well as accessible and relevant knowledge products. Building on previous years, key results in 2003 included:

1. Refinement of knowledge "products" to capture and make accessible learning in key thematic areas

51. UNIFEM continued to refine its ability to capture and disseminate knowledge. It focused on flagship publications as the basis for advocacy; electronic portals as one-stop information shops on UNIFEM thematic areas; and standardizing media practices and products.

52. The biennial UNIFEM report, *Progress of the World's Women 2002* was published in two volumes: Volume 1: *Women, War, Peace*; and Volume 2: *Gender Equality and the Millennium Development Goals*. UNIFEM invested in multiple launches for Volume 1 in 2003, including in South Africa, Ghana, the Democratic Republic of the Congo, Thailand and Timor-Leste, as well as Australia, Belgium and Switzerland, in partnership either with Governments or with United Nations partners, as well as women's organizations. For Volume 2, advocacy was focused more on the multilateral and bilateral system, linked to UNIFEM work on www.MDGender.net, electronic discussions on gender and the Millennium Development Goals, and its execution of a five-country project for UNDP. Inaugurated in 2000, the UNIFEM biennial report *Progress of the World's Women* continues to stimulate replications at the country level. A national version for Brazil is expected in 2004.

53. In addition to its web site and intranet, the number of UNIFEM information hubs selectively expanded and improved in 2003. Web portals are now functioning on Women, War and Peace (www.womenwarpeace.org); the gender dimensions of HIV/AIDS (www.genderandaids.org); gender and the Millennium Development Goals (www.mdgender.net); and economic governance (www.unifem-ecogov-apas.org); making Arab-language information on gender equality widely available (www.arabwomenconnect.org); and the web portal on gender budgeting (www.gender-budgets.org), which has recently been revamped.

54. For the second year, the event "Not a minute more" was held in New York on 24 November, with UNIFEM taking the lead in highlighting the International Day for the Elimination of Violence against Women in the United Nations system. The event regularly provides an opportunity for Trust Fund grant recipients to share their strategies for working to end violence in their communities, and to underline the critical role of global partnerships between Governments, the United Nations system, women's networks, civil society and the private sector in addressing the issue.

2. Strengthened systems and capacity to support innovation and learning

55. UNIFEM undertook three thematic assessments of cross-regional programming and 10 project evaluations in 2003. Thematic assessments were completed on gender-responsive budget initiatives, HIV/AIDS, and peace and security. Among the 10 project evaluations, three were for projects related to women's livelihoods and others were for projects on governance/women's political participation and ending violence against women. There is increased effort throughout UNIFEM to learn from its experiences and those of partners and to share knowledge within and outside of the Fund. Strengthening the internal electronic networking capacity of the Fund has been essential. UNIFEM continued to facilitate selective electronic working groups with partners, such as those on the Millennium Development Goals and gender. One of the most intensive examples of organizational learning was provided through the establishment of a small community of practice for gender budgets that included UNIFEM staff and implementing partners. The community of practice provided a forum for collective discussions on the process and findings of the UNIFEM cross-regional evaluation and is growing into a key source of instant feedback, advice and strategies for programme partners.

III. Financial management

56. In 2003, UNIFEM resources totalled $34 million: $21.7 million in core resources and $12.3 million in non-core resources. A total of 38 Member States contributed to core resources of the Fund in 2003 with the Government of Costa Rica contributing for the first time. In this period, approximately 88 per cent of total resources have come from bilateral donors and 35 per cent have been received as cost-sharing contributions. This speaks to two key elements of UNIFEM strategy for future resource mobilization efforts: (a) further building the confidence of bilateral donors, including through multi-year commitments, improved and timely reporting and more opportunities for joint learning and assessments; a particular emphasis is on the goal that core resources represent at least 80 per cent of total resources; (b) diversifying sources of funds, including through project execution for other organizations and programme countries, and private-sector partnerships.

57. Partnerships with bilateral donors, programme countries and United Nations organizations to increase funds leveraged for gender equality continued to be strengthened in relation to core funds and cost-sharing projects. With regard to core funds, the UNIFEM partnership with the United Kingdom Department for International Development (DfID) — based on a jointly designed institutional strategy paper, regular monitoring and multi-year pledges — provides a model that is in line with the Fund's commitment to results-based and more reliable planning. In 2003, UNIFEM and DfID completed the final draft of an Institutional Strategy

2004-2007, based on the UNIFEM multi-year funding framework 2004-2007. In its dialogue with bilateral donors UNIFEM stresses the value of such an approach, although to date no other similar agreement has been developed.

58. UNIFEM continues to leverage increased funds for gender equality programming through project execution for other United Nations organizations. It executes the largest number of these programmes for UNDP — a total of 19 projects in 15 countries valued at $1.2 million. Project execution for UNFPA continued in 2003 as well. In all cases, UNIFEM executes projects only in its areas of comparative advantage, in line with the goals embodied in its multi-year funding framework, and where national execution is not yet possible.

59. Building partnerships with socially responsible private-sector entities is an opportunity and challenge that UNIFEM continues to explore. These entities include private philanthropic foundations, as well as corporate entities and individuals from the private sector. Contributions in 2003 amounted to $2.27 million. In addition various in-kind contributions were also made, such as the donation of 25 computers to support the UNIFEM Afghan country programme's effort to establish an Afghan women's business centre in Kabul to train women entrepreneurs and connect them with the international market; and the support of PeaceKeeper — a New York-based company that donates after-cost profits to organizations that promote women's human rights — to the UNIFEM 25 November programme at the United Nations to raise awareness of strategies to reduce gender-based violence.

60. The first phase of a strategy to increase the capacities of the UNIFEM national committees culminated in 2003. With funding from the Government of Switzerland, UNIFEM and a task force of representatives of various national committees revised the recognition agreement to incorporate a stronger focus on fund-raising and the media and a minimum target for each committee of $50,000 annually. Currently, 15 committees have signed the agreement. UNIFEM facilitated in-person and electronic consultations to help its 15 committees improve their infrastructure and planning processes. As a result, there has been a notable increase in national committee activity, although actual increases in funds raised will require a longer time.

IV. Recommendations

61. **The UNIFEM Consultative Committee, which is comprised of five Member States (Canada, Jordan, Mexico, Niger and Slovenia) appointed by the President of the General Assembly, provides key recommendations to the organization each year. At its forty-fourth session, the Committee made the following recommendation:**

Programming effectiveness

1. **The Consultative Committee encourages UNIFEM to continue to utilize the Convention on the Elimination of All Forms of Discrimination against Women as a basis for programming.**

2. **The Consultative Committee encourages UNIFEM to continue to strengthen its work in tracking progress on the gender dimensions of the Millennium Development Goals in close collaboration with UNDP and encourages the Administrator to involve UNIFEM in the areas of its**

comparative advantage. This involves both campaigning work and unlocking expertise at country level, through the regional coordinator system. Also, the Consultative Committee encourages UNIFEM to collaborate with all parts of the United Nations system, the Bretton Woods institutions, regional organizations, and civil society to facilitate the integration of gender analysis in the poverty reduction strategy paper processes as well as in the common country assessment/United Nations Development Assistance Framework.

3. Recognizing the contribution of UNIFEM to the ongoing United Nations reform effort, the Consultative Committee recommends that UNIFEM continue to be involved in all such processes, including those at the regional level, and to keep the Consultative Committee apprised of developments in this regard.

4. The Consultative Committee supports the ongoing efforts of UNIFEM in its deliberations with other agencies and organizations to further discuss the substance, strategies and resource implications of taking a wide interpretation of violence against women and how it might affect guidelines and operation of the Trust Fund in Support of Actions to Eliminate Violence Against Women.

5. The Consultative Committee encourages UNIFEM to continue its work on peace and security by finalizing the framework for collaboration with the Department of Peacekeeping Operations and the Department of Political Affairs of the United Nations Secretariat, through the conclusion of memorandums of understanding, in order to devise a joint strategy for implementation of Security Council resolution 1325 (2000).

Organizational effectiveness

6. The Consultative Committee fully supports the UNIFEM multi-year funding framework 2004-2007 and encourages all Member States to contribute to UNIFEM. Current and potential donors are encouraged to devote a greater share of their contributions to the regular resources of UNIFEM and make commitments to multi-year funding. The Consultative Committee encourages UNIFEM to reach out to all Member States in this respect.

7. The Consultative Committee supports UNIFEM's ongoing discussion with UNDP on strengthening cooperation to improve organizational effectiveness and requests that it remain updated as to the outcomes of this discussion. In particular, the Consultative Committee looks forward to the finalization of the cooperation framework and unit service agreements, including on human resources.

8. The Consultative Committee urges UNIFEM to further explore the possibilities of mobilizing resources through building strategic partnerships and to continue to explore the possibilities of private sector funding.

9. The Consultative Committee requests UNIFEM to provide to it at its next meeting a table listing the benefits derived by Member States from

UNIFEM activities as well as contributions made to UNIFEM from 1995 onward.

10. **The Consultative Committee endorses the distribution of the resources of UNIFEM as proposed in its current finance report.**

In conclusion

11. **The Consultative Committee requests that UNIFEM report to it along the lines of the multi-year funding framework 2004-2007, tracking progress according to the key results and indicators. The Consultative Committee will review this at its next annual meeting to see if it has sufficient information on which to base its decisions.**

12. **The Consultative Committee recommends that it convene another meeting at the start of the fifty-ninth session of the General Assembly to discuss the appropriate committee for consideration of the UNIFEM resolution and other issues outstanding.**

13. **The Consultative Committee recalled that since the establishment of UNIFEM in 1984 as a separate and identifiable entity in autonomous association with UNDP, the role of the Fund has been expanded by the General Assembly, noting in this regard, (i) the Beijing Platform for Action, which called upon UNIFEM to strengthen its role in the promotion of the political and economic empowerment of women; (ii) the work undertaken by the Fund to implement the commitments made at the Fourth World Conference on Women and at the twenty-third special session of the General Assembly, entitled "Women 2000: gender equality, development and peace for the twenty-first century"; (iii) the activities undertaken by the Fund in follow-up to General Assembly resolution 54/136, including those to strengthen the capacities of women in situations of armed conflict and the role of women in peace-building; (iv) the Fund's actions to support and track progress in implementing commitments to gender equality and women's human rights in the context of the Millennium Declaration and the Millennium Development Goals; and (v) the role played by UNIFEM to support the goals of Security Council resolution 1325 (2000) on women, peace and security. In addition, the Consultative Committee noted that the human and financial resource base of UNIFEM has not expanded to an extent commensurate with this enlarged role and falls short of its ability to respond to the increasing demands received for its assistance. Further, the Consultative Committee concluded that, although the current structure of UNIFEM is predominantly based on a regional presence with limited headquarters support, the Fund's delivery of assistance has been most effective when it has had a presence — however modest — at the country level. In view of these factors, the Consultative Committee considered that the effectiveness and potential of UNIFEM was constrained by, inter alia, its limited country presence worldwide, its modest headquarters support structure and its inadequate resource base. Therefore, the Consultative Committee recommends that UNIFEM, in coordination with the Consultative Committee, commission an independent assessment of the Fund's current status, role and structure in the United Nations system**

in order to consider what changes may be necessary to maximize its impact — within the context of a longer-term strategic vision — in the interest of promoting gender equality and women's political and economic empowerment.